

NEWSBRIEFS--Mar 77

NEW PROCEDURES--CLASS COMPLAINTS

The U.S. Civil Service Commission announced that it has adopted regulations for processing class complaints of discrimination on behalf of employees, and applicants for employment, in the Federal Government.

The new class complaint procedures will become effective on 18 April 1977.

The procedures adopted are similar to those used by the courts for processing class complaints of discrimination. Thus, mechanisms for "focused" fact-finding, including provision for a hearing by a trained complaints examiner, are provided, and opportunities are given for appeal to the Commission from agency decisions.

The Commission believes that the regulations will help bring about thoughtful and efficient resolution of equal employment opportunities complaints.

Under the new regulations, a class is defined as a group of employees or applicants, on whose behalf it is alleged that they have been, are being, or may be affected adversely by an agency personnel policy or practice which the agency has authority to rescind or modify, and which discriminates against the group on the basis of their common race, color, religion, sex, national origin, or age.

An employee or applicant who believes that he or she has been discriminated against in common with other persons similarly situated may file a complaint on behalf of the entire group.

The regulations require the employing agency to give notice of the complaint to all members of the class. Inasmuch as resolution of class complaints is binding on all members of the class, the agency must also provide members an opportunity to remove themselves from the class.

The Commission believes that the class complaint procedure will be an effective means of correcting general agency policies or practices which may be found to be discriminatory.

.The Class Action Regulations are available in the OEEO.

EEO IN ONE

We are getting our EEO message to new employees. The new OTR course, Orientations for New Employees (ONE), has an EEO segment. A film titled "51%" is followed by speakers from OEEA who present the Agency EEO philosophy, programs, and goals. Special emphasis is given to Upward Mobility programs.

FEDERAL WOMEN'S PROGRAM LOGO



This is the winning entry in the Federal Women's Program Tenth Anniversary Logo Contest. It was submitted by Frank Zblewski of Defense Nuclear Agency. Since over 1400 entries were considered, we expect some of that contest enthusiasm will be transferred to support of program goals.

OEEA will use this logo.

EEO BULLETIN BOARDS

If you have an EEO message for bulletin board display, please contact We have board space in most Agency buildings and a network of people willing to post the material we sent to each building.

STAT

° Women of CIA pamphlets are printed, and the bulletin board display is expected in a few days.

° Soon the Federal Women's Board will sponsor a special collection in our library.

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Approved For Release 2005/07/01 : CIA-RDP86B00985R000100140005-2

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